

8. Key Performances in Corporate Governance

Summary of the 2021 Board of Directors' Performance

Nomination, Development and Performance Evaluation of the Board of Directors and Chief Executive Officer

1. Nomination and Appointment of Director

The Board of Directors is responsible person for the nomination and selection of a fully qualified person to be the Company's director and independent director by considering skill, experience, expertise, knowledge and capability that are suitable and concordant with the Company's strategies and performance targets through board skill matrix mechanism. The Board of Directors may consider and nominate the candidate from the following channels:

- (1) the recommendation of executives, directors and other reliable persons, including professional search firms and director pool; and
- (2) the nomination of candidate for election as a director by the Company's shareholders at an annual general meeting of shareholders pursuant to the criteria and process set by the Company.

In considering re-election of a director to resume its directorship for another term, the Board of Directors shall consider the past performance outcome, meeting attendance and his/her involvement. In case of re-election of an independent director, the Board of Directors shall also consider his/her independence pursuant to the qualifications of independent director. Appointment of a director is required the consideration and approval from the Board of Directors and/or shareholders (as the case maybe) pursuant to the laws and the Company's articles of association.

Qualifications of Directors and Independent Directors

Qualifications of Directors

- 1) Completely possessing qualifications and lacking any prohibited characteristics to be a director under the public limited companies laws, securities and exchange laws and relevant regulations;
- 2) Being a professional person having various knowledge, capabilities, skills, experience, and expertise that are beneficial to the Company's business operations;
- 3) Being independent, performing the director's duty with due care and integrity, possessing strong physical and mental health, including being able to dedicate to work for the Company; and

- 4) Possessing a good work profile and not engage in a business, being a partner in any ordinary partnership, being a partner with unlimited liability in any limited partnership or being a director of any other private or public company which has the same nature of business and competes with the Company, unless it is informed to the meeting of shareholders prior to the passing of resolution appointing such director and done so in compliance with the relevant laws.

Qualifications of Independent Directors

Independent director is a director who (i) does not involve in managing the business operations of the Company, its subsidiary and/or associated company, (ii) is independent from a controlling person, major shareholder, and executives of the Company and (iii) has no relationship that may interfere his/her independent judgement. The definition of independent director as defined by the Company is equivalent to the requirements of the SEC Office and the SET, as follows:

1. Holding no more than 1 percent of the total shares entitling to votes of the Company, its parent company, subsidiary, associated company, major shareholder, or controlling person, including the shares held by related persons of any such independent director;
2. Neither being nor having been a director involving in the management, employee, staff, salaried consultant, or controlling person of the Company, its parent company, subsidiary, associated company, same-level subsidiary, major shareholder, or controlling person, unless foregoing status has ended for not less than two years. In this regard, these prohibited characteristics shall exclude the case where an independent director used to be a government officer or advisor of a governmental agency, which is a major shareholder or controlling person of the Company;
3. Neither having nor having had business relationship with the Company, its parent company, subsidiary, associated company, major shareholder, or controlling person, in a manner which may interfere with his/her independent judgment; neither being nor having been a significant shareholder or controlling person of any person having business relationship with the Company, its parent company, subsidiary, associated company, major shareholder or controlling person, unless the foregoing relationship has ended for not less than two years;
4. Not being a person related by blood or registration under the laws as father, mother, spouse, sibling and child (including the spouse of child) of the director, executive, major shareholder, controlling person, or person to be nominated as director, executive or controlling person of the Company or its subsidiary;

5. Not being a director who is appointed as a representative of the Company's director, major shareholder, or any shareholder who is related to the Company's major shareholder;
6. Neither being nor having been an auditor of the Company, its parent company, subsidiary, associated company, major shareholder, or controlling person, and not being a significant shareholder, controlling person, or partner of an audit firm which employs auditors of the Company, its parent company, subsidiary, associated company, major shareholder or controlling person, unless the foregoing relationship has ended for not less than two years;
7. Neither being nor having been any professional advisor, including legal advisor, financial advisor or appraiser, who receives service fees exceeding THB two million per annum from the Company, its parent company, subsidiary, associated company, major shareholder or controlling person, and not being a significant shareholder, controlling person, or partner of such professional advisor, unless the foregoing relationship has ended for not less than two years;
8. Neither operating a business which has the same nature of business and competes with the business of the Company or its subsidiary nor being significant partner in partnership or director involving in the management, employee, staff, salaried consultant, or holding shares exceeding 1 percent of the total shares entitling to votes of the other companies operating the business with the same nature and in competition with the Company or its subsidiary; and
9. Not possessing any characteristic which disables the expression of independent opinions with respect to the Company's business operations.

At the 2021 Annual general Meeting of Shareholders, there were 2 directors who retired by rotation, namely Mr. Phanwarit Martmuang and Mr. Rashane Leerabandhu. The Company allowed its shareholders to nominate suitably qualified candidates to be elected as the Company's director during 2 November 2021 to 25 January 2022. However, no shareholder nominated any candidates for election as directors. In this respect, the shareholders' meeting resolve to individually re-elect those 2 directors to resume their directorship for another term with a simple majority vote of the shareholders attending the meeting and being entitled to vote.

2. Nomination and Appointment of the Chief Executive Officer

The Executive Committee is responsible person for the nomination and selection of a person to be the Chief Executive Officer following to the qualifications specified by the Company to propose to the Board of Directors for appointment. The candidate shall (a) completely qualify to be an executive of a listed company according to the securities and exchange laws and the relevant notifications, (b) possess visions with respect to the

management of large organization, knowledge, capability and experience that are suitable with the Company's strategy and goal and (c) possess leadership, be decent interpersonal relations and able to contact and cooperate in an international level, domestically and internationally.

On 5 May 2021, the Board of Directors resolved to appoint Mr. Ian Craig Longden to be the Chief Executive Officer in replacement of Mr. Voraphot Chanyakomol, the Chief Executive Officer (acting) with immediate effect after the Board of Directors passed a resolution approving the matter.

3. Orientation, Development and Succession Plan of Directors and/or Senior Executives

Orientation for New Directors, in case of appointment of a new director, the Company shall organize orientation. The senior executives and/or designated person will communicate the Company's historical background, shareholding structure, organization structure, business nature and direction and will provide relevant documents containing information those are necessary for and complementary to the directors' performance, such as annual report, annual registration statement disclosure form (Form 56-1), Corporate Governance Policy and the Business Ethics.

Development of Directors and Senior Executives, the Company has a policy to encourage the directors and senior executives to attend the training programs at the Company's cost to enhance their knowledge and capabilities so as to constantly improve their performance. In 2021, the Company's directors and senior executives joined the following training programs:

<p>Mr. Voraphot Chanyakomol Director and Chief Financial Officer</p>	<p><u>Thai Listed Companies Association</u></p> <ul style="list-style-type: none"> - How to manage the company's finance and accounting, and communicate with stakeholders during COVID-19 crisis - Fraud and cyber security risks - Economic update for CFO
<p>Mrs. Suparanan Tanviruch Independent Director and Chairman of the Audit Committee</p>	<p><u>The Securities and Exchange Commission</u></p> <ul style="list-style-type: none"> - Audit Committee Meeting for Listed Companies
<p>Mr. Phanwarit Martmuang Independent Director and Member of the Audit Committee</p>	<p><u>The Securities and Exchange Commission</u></p> <ul style="list-style-type: none"> - Audit Committee Meeting for Listed Companies
<p>Mr. Stephen Joseph Camilleri Independent Director and Member of the Audit Committee</p>	<p><u>The Securities and Exchange Commission</u></p> <ul style="list-style-type: none"> - Audit Committee Meeting for Listed Companies

Succession Plan, the Board of Directors realizes the importance on an uninterrupted management and operation, which will lead to the Company's sustainable growth. The Company therefore promotes the adoption of a succession plan for the Chief Executive Officer and senior executives and reviews it as appropriate to ensure that there are subordinate personnel in the important positions. The Chief Executive Officer is required to regularly update the matter to the Board of Directors.

4. Assessment of Performance of the Board of Directors, Sub-Committee and Chief Executive Officer

Assessment of Performance of the Board of Directors and Sub-Committee, the Board of Directors determines that assessment of performance of the Board of Directors and sub-committee shall be conducted on annual basis to review their performance, issues, and obstacles and to improve the performance so that it is appropriate and efficient. The assessment of the Board of Directors' performance shall be conducted in 2 bases, i.e., individual basis and group basis. The 2021 average scores of performance assessment were as follows:

The Performance Assessment	Average Score (%)
Performance evaluation on individual basis* Evaluation topics cover (a) structure and qualifications, (b) meeting of the Board of Directors and (c) roles, duties, and responsibilities.	96.82
Performance evaluation on group basis* Evaluation topics cover (a) structure and qualification, (b) roles, duties, and responsibilities, (c) meeting of the Board of Directors, (d) performance of the Board of Directors, (e) relationship with the management, and (f) personnel development of directors and executives.	97.50
Audit Committee** Evaluation topics cover (a) structure and qualification, and (b) meetings, roles, duties and responsibilities of the Audit Committee	97.22

Note * Assessment process started from the Company Secretary to deliver a performance assessment form to the director for completion with the expected return of completed form within 14 January 2022. After that, the Company Secretary gathered score and recommendation and presented the same in the Board of Directors' meeting No. 1/2022 held on 9 February 2022.

** It was carried out by the Internal Audit Department and its results was presented to the Board of Directors' meeting No. 1/2022 held on 9 February 2022.

Assessment of Performance of the Chief Executive Officer (the Company's top executive), the Board of Directors shall assess the performance of the Chief Executive Officer by considering both in terms of leadership, strategy formulation, strategy execution, financial planning and performance, relationship with the board of directors, knowledge of products and services, and personal characteristics so as to determine capability development plan of the Chief Executive Officer, in which in 2021, the average score was 88%.

Meeting of the Board of Directors and Sub-Committee

The Company determines that the Board of Directors shall hold at least 4 meetings per each fiscal year to acknowledge and oversee the Company's business performance. The Company shall inform the Board of Directors of an annual meeting schedule in advance to facilitate the directors in the allocation of their time to attend the meetings and the Company shall deliver an invitation to the meeting specifying venue, date, time and meeting agenda, and meeting supporting documents to the directors at least 7 days prior to the meeting date so that the directors have time to study them before attending the meetings, except in the case of urgency to prevent the Company's interest. The directors can request additional information regarding the meeting agenda from the Company Secretary directly. In this regard, each Board of Directors' meeting takes approximately 2-3 hours, and during the meeting, the chairman gives the director an opportunity to freely discuss, express opinion and recommendation. In addition, at the time of voting at the Board of Directors' meeting, the Company has a policy to require a quorum of at least two-thirds of the total number of directors. The Company records the minutes of the meeting which contain at least key subject matters and resolution of the meeting and circulates the minutes to all directors for consideration before certification in the next meeting. The Company shall keep the certified minutes at the Company's head office for the director's and relevant persons' verification.

Moreover, the Company has a policy to allow the non-executive directors to hold a meeting as deemed appropriate without the executive directors or the executives to discuss any matters relating to the Company's business, which are of their concerns, and if the non-executives have concerns and/or comments, they can inform such concerns and/or comments to the executives for improvement and/or underking any actions as necessary and deemed appropriate.

In 2021, the Company arranged for the Board of Directors' meetings, the Audit Committee's meetings and the Executive Committee's meeting in the following details:

Director Name	Number of meeting attendance/Number of meetings in 2021			
	Board of Directors	Audit Committee*	Executive Committee*	Shareholders**
1. Mr. Rashane Leerabandhu	10/10		8/8	1/1
2. Mr. Voraphot Chanyakomol	10/10		8/8	1/1
3. Mrs. Suparanan Tanviruch	10/10	5/5		1/1
4. Mr. Phanwarit Martmuang	10/10	5/5		1/1
5. Mr. Stephen Joseph Camilleri	10/10	5/5		1/1

Noted * Pursuant to the Company Corporate Governanace Policy, the Audit Committee shall hold at least 4 meetings per each fiscal year and the Executive Committee shal hold its meeting on monthly basis.

** The 2021 Annual General Meeting of Shareholders' meeting held on 21 April 2021.

Significant Matters Considered by the Board of Directors and Sub-Committee in 2021

Board of Directors	<ul style="list-style-type: none"> - Considered the financial statements and performance both quarterly and annually - Acknowledge the Audit Committee's quarterly report - Approved the disposal of ordinary shares in LDD - Appointed the Chief Executive Officer - Considered the investment in retail business - Considered the organization restructure and amended the Group limit of authority - Approved the investment in RSPlanB Company Limited - Reviewed the Corporate Governance Policy and the Business Ethics - Approved the Companys vision and mission - Approved the 2022 Company's business plan and budget
Audit Committee*	<ul style="list-style-type: none"> - Held meetings with the auditors to review the Company's financial statements - Acknowledged the internal audit's reports - Considered the internal control asseements form - Provided opinion on the disposal of ordinary shares in LDD transaction - Reviewed the Audit Committees' Charter and the Internal Audit's Charter

Executive Committee	<ul style="list-style-type: none"> - Approved the matters in relation to the transaction with the commercial banks such as the change in the Company's authorized signatories - Monitored and oversaw the Company's business to be in line with the policies, strategies, goals, plans and budget approved by the Board of Directors - Approved the Company's management structure
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Note * The Audit Committee's Report is shown in Appendix 6.

Remuneration of the Board of Directors and Top Executive

Determination of Remuneration of the Board of Directors, the Board of Directors is responsible for determining amount, criteria and form for all types of remuneration for directors by taking into account the remuneration paid by other companies in the same industry and/or other companies listed on the SET with comparable market capitalization, and director's duties and responsibilities as well as the Company's business expansion and growth of profit in order to motivate and maintain the valuable directors with the Company. The directors' remuneration shall be annually proposed to the shareholders' meeting for consideration and approval.

At the 2021 Annual General Meeting of Shareholders, the meeting resolved to determine the directors' remuneration for the year 2021, which was the fixed annual remuneration in monetary form (at the same rate of the previous year) and to be paid on quarterly basis. None of any other forms of remuneration and welfare shall be made or given to the directors.

Position	Remuneration rate per person (THB)	
	Year 2021	Year 2020
Chairman of the Board of Directors	400,000	400,000
Chairman of the Audit Committee	400,000	400,000
Member of the Audit Committee	300,000	300,000
Non-Executive Director	200,000	200,000
Executive Director	200,000	200,000

Breakdown of directors' remuneration in 2021

Unit :THB

Name	Remuneration	Meeting Allowance	Others	Total
1. Mr. Rashane Leerabandhu*	350,000			350,000
2. Mr. Voraphot Chanyakomol	200,000			200,000
3. Mrs. Suparanan Tanviruch	400,000			400,000
4. Mr. Phanwarit Martmuang	300,000			300,000
5. Mr. Stephen Joseph Camilleri	300,000			300,000
Total	1,550,000			1,550,000

Note * The Board of Directors' meeting No. 3/2021 held on 9 April 2021 resolved to approve Mr. Rashane Leerabandhu to be the Chairman of the Board of Directors.

Determination of the remuneration of the top executive of the Company, the Chief Executive Officer, shall be the responsibility of the Board of Directors in considering and determining the amount and forms of short-term and long-term remunerations through an annual performance assessment based on criteria mutually agreed by the Board of Directors and the Chief Executive Officer that has substantial indicator, including business achievements pursuant to monetary and non-monetary performance target, performance according to long-term strategy and personal development of executives, and mutually agreed by and between the Board of Directors and the Chief Executive Officer. Details of which can be considered in section 8 under sub section 4.4. Assessment of Performance of the Board of Directors, Sub-Committee and Chief Executive Officer.

For other senior executives, the Chief Executive Officer will determine the remunerations of each executive, as appropriate, based on various performance indicators. The overall annual salary adjustment will be in line with the economic situation and the Company's operating results. The remuneration of executives (as defined by the SEC Office) (excluding the remuneration paid as directors and/or members of the sub-committees) received from the Company and its subsidiary in 2021 is as follows:

Number of executives (as defined by the SEC Office)	7* person
Remuneration from the Company's and its subsidiaries	17.88 THB million

Note * Mr. Ian Craig Longden became the Chief Executive Officer on 5 May 2021 and Mr. Surawoot Tankarnjananurak became the Chief Commercial Officer on 18 October 2021

None of the Company's directors and executives received any remuneration, whether monetary and non-monetary, from being the director of the subsidiaries.

Oversight of the Subsidiaries' and the Associated Companies

The Company invests in businesses that align with or enhance the Company's business strategy and goal by mainly considering its returns on and other benefits from investment. The Company determines oversight policy on the businesses that the Company invests in, including but not limited to subsidiaries and associated companies, in order to protect the Company's investment. Key matters can be summarized as follows:

1. The Company shall designate its representatives to be the directors, executives and/or employees in the subsidiaries and associated companies according to the Company's shareholding ratio to monitor, oversee and/or manage such business entities to be in line with the Company's determined directions;
2. The Company shall provide the mechanism to monitor the disclosure of operating results, financial information, entry into connected transactions, acquisition and disposal of assets, or any other significant transactions of the subsidiaries and associated companies so that they are complying with the relevant laws and regulations; and
3. The Company requires its subsidiaries and associated companies to have a suitable and adequate internal control system.

In addition, if require, the Company may enter into a shareholders' agreement or any other agreement in order to define the management framework and the participation in the decision-making of any matters that are of major significance to the associated companies, as well as to ensure that the investments will generate returns and are for the best interest of the Company and its subsidiaries.

Oversight of the Compliance with Corporate Governance Policies and Guidelines

The Company places the importance on the corporate governance and then determines the relevant policies and guidelines into the Corporate Governance Policy and the Business Ethics, as well as communicates to and educates the employees in order to encourage the compliance so as to build the confidence to the stakeholders. In the past year, the Company oversaw the compliance of the Corporate Governance Policy, details of which can be considered in section 6 Corporate Governance Policy. In addition, the Company oversees the compliance of following policies:

(1) Prevention of Conflict of Interest

The Company realizes the importance of carrying business in transparent manner and considers that preventing the directors, executives and employees from using their positions to seek personal interests is significant. The Company then set the policy on conflict of interests and the policy on the related party transactions, which key subject matters can be summarized as follows:

1. the directors and executives of the Company is required to provide a report on conflict of interests of themselves and their related persons in a form determined by the Company (a) upon holding the position as a new director or executive of the Company, (b) in case of any change of significant information which creates interests or a conflict of interests during the fiscal year and (c) at the end of every fiscal year, and send the same to the Company Secretary for consolidation and making ready for disclosure to the Board of Directors when considering the entering into the related party transactions between the Company and the directors, executives and/or their related persons. The Company Secretary shall provide a copy of such report to the Chairman of the Board of Directors and the Chairman of the Audit Committee within 7 business days upon receipt of the report.
2. the Company has a policy to avoid the entry into the connected transactions that may lead to conflict of interests. In case it is necessary and unavoidable, the Board of Directors shall monitor the procedures of entry into transaction to be clear, transparent and fair under the criteria set forth by the SEC Office and the SET. The conditions of transactions shall be determined on an arm's length basis for the Company's best interest. The directors and Executives who have conflict of interests on a transaction shall abstain from considering and casting their vote to approve such transaction.

In 2021, the Company's directors and executives have prepared their report on conflict of interests and has sent the same to the Company Secretary already. The Company Secretary has consolidated and circulated to the Chairman of the Board of Directors and the Chairman of the Audit Committee on 15 December 2021, and reported the material to the Board of Directors' meeting No. 1/2022 held on 9 February 2022 that the Company has entered into the related parties transactions in transparent manner with normal business terms and conditions for the best interest of the Company. The details of which can be considered in section 9.2 Related Party Transactions.

(2) Use of Inside Information for Benefit Seeking

The Company sets the policy on protection of the use of inside information to prevent the directors, executives and employees from misusing the inside information for the benefits of themselves or others, which is considered as taking advantage over other shareholders. Key subject matters can be summarized as follows:

1. the directors, executives and employees of the Company are prohibited from using inside information for the benefit of trading the securities of the Company and are forbidden from the disclosure of inside information to non-relevant persons or outsiders before disclosing the same to the public.
2. the directors, executives and employees of the Company or subsidiaries who are in charge of or have access to inside information (including their spouse and minor child) are prohibited from buying, selling, transferring or being transferred the Company's securities within 1 month prior to (i) the date that the financial statements is disclosed or (ii) the date that the entry into transaction or the investment in the project that may affect the securities price is disclosed (the "Black Out Period"). In case there is a buy, sell, transfer, being transferred of the Company's securities within such period, the directors, executives and employees of the Company or subsidiaries (as the case may be) are required to immediately report to the Board of Directors.
3. if there is any buy, sell, transfer, being transfer of the Company's securities, the directors and executives of the Company (including their spouse, minor child, and legal entity that they, their spouse and minor child collectively hold shares in an amount exceeding 30 percent of total voting shares, as the largest shareholder(s), of such legal entity) are required to prepare a report of changes in their securities holding and deliver the same to the SEC Office within 3 business days from the date of such change. In addition, the directors and executives shall also provide a copy of such report to the Company Secretary. The Company Secretary shall then consolidate and present such report to the Board of Directors at the year end meeting.

In 2021, none of the Company's directors, executives and employees misused the inside information for the benefits of themselves or others, or traded the Company's securities during the Black Out Period.

Summary of changes in securities holding of the directors and executives in comparison of 2021 and 2020

No.	Name-Surname*	Number of Shares			% of shares as of 31 Dec 2021**
		31 Dec 2021	31 Dec 2020	Increase (decrease) during the year	
1.	Mr. Rashane Leerabandhu	-	-	-	-
2.	Mrs. Suparanan Tanviruch	-	-	-	-
3.	Mr. Phanwarit Martmuang	-	-	-	-
4.	Mr. Stephen Joseph Camilleri	-	-	-	-
5.	Mr. Voraphot Chanyakomol	-	-	-	-
6.	Mr. Ian Craig Longden	-	-	-	-

No.	Name-Surname*	Number of Shares			% of shares as of 31 Dec 2021**
		31 Dec 2021	31 Dec 2020	Increase (decrease) during the year	
7.	Mr. Surawoot Tankarnjananurak	-	-	-	-
8.	Ms. Thitagan Thana-Olarn	-	-	-	-
9.	Ms. Natchanan Charoenpathrakiat	-	-	-	-
10.	Mrs. Tientara Deshjamroen	500	500	-	0.00
11.	Ms. Tamtawan Srilaemthong	-	-	-	-

Notes * including spouse and minor child

** As of 31 December 2021, the Company has 365,549,286 issued shares.

(3) Anti-corruption

Anti-corruption Policy

To ensure that the Company sets the responsibilities, practices, and proper actions for prevention of anti-corruption in all Group's business processes, the Company then provides anti-corruption policies and practices (the "Anti-Corruption Policy") covering written practices for gift giving and acceptance, hospitality, charitable contribution, sponsorship, human resource management and political contribution, with the enforcement scope including the Group's directors, executives and employees, which are approved by the Board of Directors. Significant practices to be followed by the Group's directors, executives and employees are as follows:

1. it shall strictly comply with the anti-corruption policies and shall not involve in or conduct any activities in any direct and indirect course of corruption such as demanding for or offering gift or benefit which leads to the performance of or the omission to perform its duties and may affect to the Company's benefit.
2. it shall conduct fraud risk assessment with proper process, including identification of fraud risk, evaluation of impact and likelihood, establishment of measures to mitigate fraud assessed risk, oversight of compliance, and shall report the results to the Audit Committee and the Board of Directors for acknowledgement; and
3. it shall not ignore or overlook any form of all activities that attempting to corruption in the Group. It shall be a responsibility for everyone to report to its supervisor or responsible person and always coordinate with the investigation process. The Company shall protect the employee who refuses or informs of the fraud and corruption matters, although such refusal will cause the Company's loss of its business opportunities.

Full version of the Anti-corruption Policy is posted on the Company's website to be information for shareholders, investors, stakeholders, and related parties to the Company. In addition, the Company announced Anti-corruption Policy via intranet, email and information board within the office.



(4) Whistleblowing

The Company encourages the Group's directors, executives and employees to carry out the business in honest, transparent, and auditable manners. The Company therefore provides the whistleblowing channels for the internal and external stakeholders to raise complaint to the Audit Committee through the Internal Audit Manager at audit@nine.co.th or directly deliver or by post to Nation International Edutainment Public Company Limited 333 Lao Peng Nguan 1 Tower, 24th Floor, Soi Choeiphuang, Vibhavadi-Rangsit Road, Chomphon, Chatuchak, Bangkok 10900.

Investigation Process, the Internal Audit Department is assigned to conduct the preliminary investigation. If the information is considered by the Internal Audit Department as verifiable and reliable, it will gather all evidences and send to the Chief Executive Officer for the appointment of investigation committee having the Human Resources Department as the secretary to the committee to carry out investigation process. After completion of investigation process, the Human Resources Department shall report the investigation results and sanctions to the Chief Executive Officer for acknowledgement and further instruction, as well as notify the results to the whistleblower, the Internal Audit Manager and the Audit Committee for acknowledgement.

Protective Measures for Whistleblower, the Company shall keep the identity of whistleblower, recipient of complaint, suspect and any person involving in fact investigation process confidential and shall disclose the information only necessary by considering safety negative effects to related persons.

In 2021, the Company had not received any complaint from internal and external stakeholders through whistleblowing channels.